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NOTICE OF ALLOWANCE AND FEE(S) DUE

| 81178 | 7590 | 08/06/2009 |
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| Daniel P. B | urke, Esq. | |
| Daniel P. Bu | rke & Associ | ates, PLLC |
| 240 Townser | nd Square | |
| Oyster Bay. | NY 11771 | |

| EXAMINER | | | | | |
|------------|--------------|--|--|--|--|
| CHEN, TE Y | | | | | |
| ART UNIT | PAPER NUMBER | | | | |
| 2161 | | | | | |

DATE MAILED: 08/06/2009

| APPLICATION NO. | FILING DATE | FIRST NAMED INVENTOR | ATTORNEY DOCKET NO. | CONFIRMATION NO. |
|-----------------|-------------|----------------------|---------------------|------------------|
| 10/057.016 | 01/25/2002 | Theodore Turnasella | 1795-2 | 3598 |

TITLE OF INVENTION: SYSTEM AND METHOD PROVIDING USER DEFINABLE ON-LINE WAGE AND SALARY REPORTS

| APPLN. TYPE | SMALL ENTITY | ISSUE FEE DUE | PUBLICATION FEE DUE | PREV. PAID ISSUE FEE | TOTAL FEE(S) DUE | DATE DUE |
|----------------|--------------|---------------|---------------------|----------------------|------------------|------------|
| nonprovisional | YES | \$755 | \$300 | \$0 | \$1055 | 11/06/2009 |

THE APPLICATION IDENTIFIED ABOVE HAS BEEN EXAMINED AND IS ALLOWED FOR ISSUANCE AS A PATENT. PROSECUTION ON THE MERITS IS CLOSED. THIS NOTICE OF ALLOWANCE IS NOT A GARAT OF PATENT RIGHTS. THIS APPLICATION IS SUBJECT TO WITHDRAWAL FROM ISSUE AT THE INITIATIVE OF THE OFFICE OR UPON PETITION BY THE APPLICANT. SEE 37 CFR 1.313 AND MPEP 1308.

THE ISSUE FEE AND PUBLICATION FEE (IF REQUIRED) MUST BE PAID WITHIN THREE MONTHS FROM THE MAILING DATE OF THIS NOTICE OR THIS APPLICATION SHALL BE REGARDED AS ABANDONED. THIS STATUTORY PERIOD CANNOT BE EXTENDED. SEE 35 U.S.C. 1SI. THE ISSUE FEE DUE INDICATED ABOVE DOES NOT REFLECT A CREDIT FOR ANY PREVIOUSLY PAID ISSUE FEE IN THIS APPLICATION. IF AN ISSUE FEE HAS PREVIOUSLY BEEN PAID IN THIS APPLICATION (AS SHOWN ABOVE), THE RETURN OF PART B OF THIS FORM WILL BE CONSIDERED A REQUEST TO REAPPLY THE PREVIOUSLY PAID ISSUE FEE TOWARD THE ISSUE FEE NOW DUE.

HOW TO REPLY TO THIS NOTICE:

I. Review the SMALL ENTITY status shown above.

If the SMALL ENTITY is shown as YES, verify your current SMALL ENTITY status:

A. If the status is the same, pay the TOTAL FEE(S) DUE shown above.

B. If the status above is to be removed, check box 5b on Part B Fee(s) Transmittal and pay the PUBLICATION FEE (if required) and twice the amount of the ISSUE FEE shown above, or

If the SMALL ENTITY is shown as NO:

A. Pay TOTAL FEE(S) DUE shown above, or

B. If applicant claimed SMALL ENTITY status before, or is now claiming SMALL ENTITY status, check box 5a on Part B - Fee(s) Transmittal and pay the PUBLICATION FEE (if required) and 1/2 the ISSUE FFE: shown above.

II. PART B - FEE(S) TRANSMITTAL, or its equivalent, must be completed and returned to the United States Patent and Trademark Office (USPTO) with your ISSUE FEE and PUBLICATION FEE (if required). If you are charging the fee(s) to your deposit account, section "4b" of Part B - Fee(s) Transmittal should be completed and an extra copy of the form should be submitted. If an equivalent of Part B is filed, a request to reapply a previously paid issue fee must be clearly made, and delays in processing may occur due to the difficulty in recognizing the paper as an equivalent of Part B.

III. All communications regarding this application must give the application number. Please direct all communications prior to issuance to Mail Stop ISSUE FEE unless advised to the contrary.

IMPORTANT REMINDER: Utility patents issuing on applications filed on or after Dec. 12, 1980 may require payment of maintenance fees. It is patentee's responsibility to ensure timely payment of maintenance fees when due.

PART B - FEE(S) TRANSMITTAL

Complete and send this form, together with applicable fee(s), to: Mail Mail Stop ISSUE FEE Commissioner for Patents P.O. Box 1450 Alexandria, Virginia 22313-1450

or Fax (571)-273-2885

INSTRUCTIONS: This form should be used for transmitting the ISSUE FEE and PUBLICATION FEE (if required). Blocks 1 through 5 should be completed where

| appropriate. All further indicated unless corrects maintenance fee notifica | correspondence includir ed below or directed oth tions | ng the Patent, advance on nerwise in Block 1, by (| rders and notification of r a) specifying a new corres | naintenance fees v pondence address | vill be and/o | mailed to the current r (b) indicating a sepa | correspondence address as rate "FEE ADDRESS" for |
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| CURRENT CORRESPOND | Dane | rs. Each additiona | l paper | g can only be used for ficate cannot be used for the such as an assignment iling or transmission. | r domestic mailings of the or any other accompanying nt or formal drawing, must | | |
| 81178 | 7590 08/06 | /2009 | nave | | | e of Mailing or Transi | mirrion |
| 240 Townsend S | & Associates, PLL0 Square | С | I he Stat addi tran | reby certify that the es Postal Service vessed to the Mai smitted to the USP | is Fee(vith su Stop TO (57 | s) Transmittal is being fficient postage for firs ISSUE FEE address (I) 273-2885, on the de | deposited with the United t class mail in an envelope above, or being facsimile ate indicated below. |
| Oyster Bay, NY | 11771 | | | | | | (Depositor's name) |
| | | | | | | | (Signature) |
| | | | | | | | (Date) |
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| | ondence address (or Cha B/122) attached. | inge of Correspondence | (I) the names of up to or agents OR, alternativ | 3 registered pater ely, | t attor | neys 1 | |
| | B/122) attached. ication (or "Fee Address 32 or more recent) attach | | (2) the name of a single registered attorney or a 2 registered patent atto | rnevs or agents. It | memb es of u no nan | per a 2 up to ne is 3 | |
| Number is required. | | | listed, no name will be | printed. | | | |
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| (A) NAME OF ASSI | | pletion of this form is NO | (B) RESIDENCE: (CITY | | | | |
| (A) NAME OF ASSI | ONEE | | (B) KESIDENCE: (CIT I | and STATE OK | JOUN. | IKI) | |
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| Please check the appropr | iate assignee category or | categories (will not be p | rinted on the patent): | Individual 🚨 C | orporat | ion or other private gro | up entity 🚨 Government |
| 4a. The following fee(s) | are submitted: | 4 | b. Payment of Fee(s): (Plea | se first reapply a | ny pre | viously paid issue fee : | shown above) |
| Issue Fee | | | A check is enclosed. | | | | |
| Publication Fee (N | No small entity discount p | permitted) | Payment by credit car The Director is hereby | | | | Finianay or gradit any |
| Advance Order - | # of Copies | | overpayment, to Depo | sit Account Numb | er | (enclose a | extra copy of this form). |
| 5. Change in Entity Sta | tus (from status indicate is SMALL ENTITY statu | | ☐ b. Applicant is no lon | | T TIME | TETY 6 27 C | 20 1 27/-3/20 |
| | | | ed from anyone other than t k Office. | ne applicant: a rev | stered | attorney or agent: or th | e assignee or other party in |
| interest as shown by the | records of the United Sta | ites Patent and Trademark | k Office. | | | ,g, | 8 |
| Authorized Signature | | | | Date | | | |
| Typed or printed name | | | | Registration N | lo | | |
| This collection of inform an application. Confiden submitting the completes this form and/or suggests Box 1450, Alexandria, V Alexandria, Virginia 223 | nation is required by 37 C tiality is governed by 35 d application form to the ions for reducing this but 'irginia 22313-1450. DC k13-1450. | CFR 1.311. The informatic U.S.C. 122 and 37 CFR USPTO. Time will vary rden, should be sent to the ONOT SEND FEES OR | on is required to obtain or r 1.14. This collection is est y depending upon the indiv the Chief Information Office COMPLETED FORMS TO | etain a benefit by i imated to take 12 idual case. Any co r, U.S. Patent and D'THIS ADDRES! | he pub minute ommen Trader S. SEN | lic which is to file (and s to complete, includin ts on the amount of tir nark Office, U.S. Depa D TO: Commissioner I | by the USPTO to process) g gathering, preparing, and ne you require to complete utment of Commerce, P.O. for Patents, P.O. Box 1450, |

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| Daniel P. Bur | ke, Esq. | | | CHEN | , TE Y |
| Daniel P. Burk | e & Associate | es, PLLC | | ART UNIT | PAPER NUMBER |
| 240 Townsend Square Oyster Bay, NY 11771 | | | | 2161 DATE MAILED: 08/06/200 | 9 |

Determination of Patent Term Adjustment under 35 U.S.C. 154 (b)

(application filed on or after May 29, 2000)

The Patent Term Adjustment to date is 0 day(s). If the issue fee is paid on the date that is three months after the mailing date of this notice and the patent issues on the Tuesday before the date that is 28 weeks (six and a half months) after the mailing date of this notice, the Patent Term Adjustment will be 0 day(s).

If a Continued Prosecution Application (CPA) was filed in the above-identified application, the filing date that determines Patent Term Adjustment is the filing date of the most recent CPA.

Applicant will be able to obtain more detailed information by accessing the Patent Application Information Retrieval (PAIR) WEB site (http://pair.uspto.gov).

Any questions regarding the Patent Term Extension or Adjustment determination should be directed to the Office of Patent Legal Administration at (571)-272-7702. Questions relating to issue and publication fee payments should be directed to the Customer Service Center of the Office of Patent Publication at 1-(888)-786-0101 or (571)-272-4200.

Application No. Applicant(s) 10/057.016 TURNASELLA, THEODORE Notice of Allowability Examiner Art Unit SUSANY CHEN 2161 -- The MAILING DATE of this communication appears on the cover sheet with the correspondence address--All claims being allowable, PROSECUTION ON THE MERITS IS (OR REMAINS) CLOSED in this application. If not included herewith (or previously mailed), a Notice of Allowance (PTOL-85) or other appropriate communication will be mailed in due course. THIS NOTICE OF ALLOWABILITY IS NOT A GRANT OF PATENT RIGHTS. This application is subject to withdrawal from issue at the initiative of the Office or upon petition by the applicant. See 37 CFR 1.313 and MPEP 1308. This communication is responsive to 04/23/09. The allowed claim(s) is/are 1-30,32-38,40 and 42. 3. Acknowledgment is made of a claim for foreign priority under 35 U.S.C. § 119(a)-(d) or (f). a) \square All b) ☐ Some* c) ☐ None of the: 1. T Certified copies of the priority documents have been received. 2. Certified copies of the priority documents have been received in Application No. 3. Copies of the certified copies of the priority documents have been received in this national stage application from the International Bureau (PCT Rule 17.2(a)). * Certified copies not received: _____. Applicant has THREE MONTHS FROM THE "MAILING DATE" of this communication to file a reply complying with the requirements noted below. Failure to timely comply will result in ABANDONMENT of this application. THIS THREE-MONTH PERIOD IS NOT EXTENDABLE. A SUBSTITUTE OATH OR DECLARATION must be submitted. Note the attached EXAMINER'S AMENDMENT or NOTICE OF INFORMAL PATENT APPLICATION (PTO-152) which gives reason(s) why the oath or declaration is deficient. CORRECTED DRAWINGS (as "replacement sheets") must be submitted. (a) Including changes required by the Notice of Draftsperson's Patent Drawing Review (PTO-948) attached 1) hereto or 2) to Paper No./Mail Date (b) including changes required by the attached Examiner's Amendment / Comment or in the Office action of Identifying indicia such as the application number (see 37 CFR 1.84(c)) should be written on the drawings in the front (not the back) of each sheet. Replacement sheet(s) should be labeled as such in the header according to 37 CFR 1.121(d). 6. DEPOSIT OF and/or INFORMATION about the deposit of BIOLOGICAL MATERIAL must be submitted. Note the attached Examiner's comment regarding REQUIREMENT FOR THE DEPOSIT OF BIOLOGICAL MATERIAL. Attachment(s) 1. | Notice of References Cited (PTO-892) 5. Notice of Informal Patent Application 2. Notice of Draftperson's Patent Drawing Review (PTO-948) Interview Summary (PTO-413), Paper No./Mail Date Information Disclosure Statements (PTO/SB/08). 7. X Examiner's Amendment/Comment Paper No./Mail Date 4. T Examiner's Comment Regarding Requirement for Deposit 8. X Examiner's Statement of Reasons for Allowance of Biological Material 9. ☐ Other .

/Etienne P LeRoux/ Primary Examiner, Art Unit 2161